

Anaesthetist

Nuku'alofa, Tonga

The Pacific Technical Assistance Mechanism (PACTAM) is managed by Australian Volunteers International on behalf of the Australian Government through its official aid agency, AusAID. PACTAM places skilled personnel to work with host organisations in the Pacific to assist them in meeting their human resources needs and to respond to emerging development priorities.

Australian Volunteers International is an Australian-based non-government development organisation involved with the provision of technical assistance to developing countries. The Government of Tonga has requested assistance in recruiting and supporting the following position through PACTAM.

EMPLOYER DETAILS

ORGANISATION:	MINISTRY OF HEALTH, GOVERNMENT OF THE KINGDOM OF TONGA. LOCATED VAIOLA HOSPITAL, NUKU'ALOFA, TONGA
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ORGANISATION PURPOSE, HISTORY AND ACTIVITIES

ORGANISATIONAL CONTEXT:	The vision of the MoH is to protect and promote the health of all people living in Kingdom of Tonga.
BACKGROUND:	This assignment supports the 2009 Tonga-Australia Partnership for Development priority of Improved Health. AVI, through PACTAM has been placing technical and clinical support personnel at Vaiola hospital since 2005. This position is the second anaesthetist role under PACTAM. There are currently three other PACTAM deployees based at Vaiola hospital
MAIN ACTIVITIES:	<ul style="list-style-type: none"> ▪ Improve the health status of the people ▪ Improve access to services ▪ Improve the quality of services delivered – contribute to an increase in skills and knowledge of local medical and nursing staff ▪ Capacity building for clinical staff through training, tutorial and workshop ▪ Support the Anaesthetic Department and Vaiola Hospital in its strive to improve quality services at Ministry of Health Tonga. ▪ Make more effective use of resources

ASSIGNMENT DETAILS

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The information contained within this Assignment Description was correct at the time of submission. However, AVI reserves the right to amend it as necessary to reflect changes in our, or our partner employers circumstances.

ASSIGNMENT OBJECTIVE/S:	<ol style="list-style-type: none"> 1. To Deliver of quality clinical anaesthetic services in anaesthetics and intensive care units at Vaiola Hospital 2. Effective management of anaesthetic services at Vaiola Hospital. In collaboration with Anaesthetic specialist and support from Medical Superintendent's Office. 3. To produce and review standard treatment guidelines. 4. Train medical and other relevant staff on priority a anaesthetic topics and skills that contribute to the effective delivery of wider range of anaesthetics/ ICU practice at Vaiola Hospital.
START DATE AND DURATION:	The assignment will commence from approximately August 2010 for a duration of two (2) years. Please note that assignment start dates may vary.

WORKING RELATIONSHIPS

SUPERVISOR:	The position will report to the Specialist Anaesthetist and the Medical Superintendent
STAFF SUPERVISION:	The Anaesthetist will support the Specialist Anaesthetist in supervising all departmental staff in all area of their work, training and performing technical skills.
OTHER STAFF:	<ul style="list-style-type: none"> • Support Vaiola Hospital / Ministry of Health staff where necessary. • Support MOH Tonga relationship with donors and external supporters like UNICEF, WHO and other international organisations.

DUTIES AND RESPONSIBILITIES OF THE DEPLOYEE

<ul style="list-style-type: none"> ▪ Provide quality anaesthetics and ICU care consistently to all patients, according to approved protocols. ▪ Review of patients pre-operatively according to approved protocol ▪ Maintain current negligible and satisfactory number of cases with complications, attributable to anaesthesia. ▪ Training, mentoring, tutoring and supervision of junior doctors as well as interns to improve the quality standards in relation to anaesthetic services ▪ Assist with planning and reporting activities of anaesthetics area including quality control, monitoring and evaluation of performance status ▪ In collaboration with Specialist Anaesthetist manage the Anaesthetics and Intensive Care Sections, all year round, with administrative support from the medical superintendent's office. ▪ Training of nurses and other health workers in topics related to anaesthesia ▪ Write and submit a detailed work-plan to AusAID through AVI, approximately two months after commencing the assignment. ▪ Write and submit six-monthly reports to AusAID through AVI, detailing progress against agreed activities.

WORKPLACE DETAILS AND CONDITIONS OF EMPLOYMENT

HOURS / DAYS OF EMPLOYMENT:	<p>40 hours per week</p> <p>There is an on call and out of hours roster which is on based on Emergency and staff availability in the Unit which is rostered by Anaesthetist specialist / Head of Department. (Roster is based on equal sharing of workload which could be 2 nights on 2 nights off, with no prediction of workload). There is no extra compensation in cash or in time for overtime work.</p>
LEAVE ENTITLEMENTS:	<p>The deployee will be entitled to annual leave of 20 days plus standard sick leave provisions in accordance with Tonga Public Service Commission Act and Policy.</p> <p>In addition Tonga observes a number of public holidays.</p>

SELECTION CRITERIA

QUALIFICATIONS:	<p>A medical doctor with a basic medical degree registrable in Tonga (eg: DSM, MBBS or MD), plus a relevant post-graduate qualification in Anaesthetics.</p> <p>Registration as Fellow of the Australian and New Zealand College of Anaesthetists (ANZCA) or equivalent is preferred.</p>
SKILLS & EXPERIENCE:	<ul style="list-style-type: none">▪ Registration and current practicing certificate.▪ Extensive experience in adult and paediatric anaesthetics – For a candidate with a post-graduate diploma – at least 4 years experience as a special grade medical officer in anaesthesia. For a candidate with a Graduate Masters Qualification in anaesthesia they must have at least 2 years experience as a special grade medical officer in anaesthesia▪ Sound knowledge and experience in anaesthesia and intensive care as demonstrated by management of both basic and specialised anaesthetics needs.▪ Demonstrated experience in providing and participating in educational activities for resident medical staff, medical students, postgraduate nurses, undergraduate nurses, paramedical staff.▪ Previous experience living and working in a developing country or within the Pacific region or with other small island states.

PERSONAL
ATTRIBUTES:

- Commitment to team work and embracing of equity, transparency and accountability.
- Commitment to coaching and mentoring others
- Awareness and sensitivity of cross-cultural settings
- Patience, tolerance and flexibility
- Ability to cope with cultural isolation and a different standard of living
- Effective and clear communication skills (Fluent in English or Tongan)
- A preparedness to work with limited resources within a challenging environment.

REMUNERATION

SALARY / ALLOWANCES:

The deployee will be engaged by the in-country employer, through a contract with the Government of Tonga.

The deployee will be provided a salary & supplementary allowance up to AUD\$165,000 including the following financial support by AusAID as managed through Australian Volunteers International:

- A supplementary allowance of AUD\$140,000 per annum will be provided to the deployee by AusAID via Australian Volunteers International;
- The deployee and dependents, where applicable, will be provided with airfares at the commencement and completion of the placement, plus basic medical insurance and emergency evacuation insurance;
- An additional allowance of AUD\$7,800 per annum for each dependent child;
- An establishment allowance of at least AUD\$7,200* will be provided to assist with pre-departure medical, vaccinations, relocation costs, passport fees and costs of setting up in-country;
- A return allowance of at least AUD\$2,400* to assist with the return transportation of goods to home and return medical/s will also be provided;
- An accommodation allowance of \$15,000 per annum will be provided to the deployee by AusAID via Australian Volunteers International
- Assignment support fund of AUD \$5000 **.

*Allowance will vary depending on whether deployees are single or accompanied.

** Use of this fund is subject to approval by AusAID in country.

ACCOMMODATION:

PROVISION:

An accommodation allowance will be provided to the successful candidate. See above

UTILITIES:

Utilities (Electricity, Water, gas, and telephone) are at the expense of the deployee.

APPLICATIONS

This assignment description contains information AVI has obtained from the employer at this point of time and is subject to change.

Applications are preferred via our on-line application form. If you are applying by email, please type the position number in the subject line of your message.

In your cover letter, **please address the selection criteria outlined in the assignment description**. A current curriculum vitae, including the names and contact details of one personal and two professional referees and copies of your formal qualifications should also be attached. Referees will not be contacted without prior consent.

Posted applications should be addressed to:-

Recruitment Services
Australian Volunteers International
PO Box 350
Fitzroy VIC 3065

Fax: (03) 9419 0976

E-mail: recruit@australianvolunteers.com

ADDITIONAL INFORMATION

Deployees and their accompanying family members will take part in a **pre-departure briefing** run by Australian Volunteers International in Melbourne.

Additional **in-country support** will be provided to the employee by the PACTAM Project Coordinator based in Melbourne. Apart from regular communications, the Project Coordinator will meet the deployee at least once in their workplace.

Final confirmation of the appointment is subject to:

- Formal approval from AusAID and the employer
- Procurement of visa and work permits
- A satisfactory medical examination
- A satisfactory criminal record check

Australian Volunteers International is strongly committed to protecting the rights of children. We adhere to laws in Australia and foreign countries regarding child exploitation and support Childwise and ECPAT International.